



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
REGION 10

1200 Sixth Avenue, Suite 155
Seattle, WA 98101-3123

OFFICE OF THE REGIONAL
ADMINISTRATOR

July 9, 2018

MEMORANDUM

SUBJECT: Notice of Decision - EPA Order 4711

FROM: Michelle L. Pirzadeh 
Deputy Regional Administrator

TO: (b) (6), (b) (7)(C)

As you are aware, you were recently interviewed as part of a fact-finding conducted under EPA Order 4711, *Procedure for Addressing Allegations of Workplace Harassment*. I am serving as decision-maker regarding this Order 4711 matter. The purpose of this memorandum is to notify you of my decision.

Your interview pertained to an incident involving you and (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) You stated to the fact-finder that (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Following the fact-finding, a report, including the summary of all investigative steps taken and evidence gathered, was provided to me, as the decision-maker. The report of investigation did not render judgment on the allegations or the information collected, and did not contain any recommendations.

I have thoroughly reviewed the results of the fact-finding, including your interview statement, and find (b) (6), (b) (7)(C)

The Agency is committed to providing a workplace that ensures employees are not subjected to unwelcome physical contact or workplace harassment. Retaliation against any person who reports any such conduct, or who participates in a fact-finding, is prohibited and may result in disciplinary action, including dismissal. If you believe that you have been retaliated against for reporting the allegations described above or for participating in the fact-finding, please immediately report that to me, a higher-level management official, a Human Resources employee, or to the EPA Office of the Inspector General as soon as possible.

The records and evidence gathered during the fact-finding inquiry will be treated as confidential agency records and maintained in accordance with the applicable record retention laws, regulations, and policies.

Please note that the Order 4711 procedure for review of workplace harassment allegations is separate from the Equal Employment Opportunity process. This review of your allegations does not affect your right to file an EEO complaint, nor will it have any effect on any EEO complaint you may have pending. However, in order to preserve your right to file a formal discrimination complaint under the statutory EEO procedure, you must seek EEO counseling by contacting the EPA's Office of Civil Rights Employment Complaints Resolution staff at (206) 553-8580 within 45 calendar days of the alleged discriminatory act.

EPA provides employees with an Employee Assistance Program. EAP provides confidential counseling and referral services to assist employees in resolving personal or work-related problems. Participation is voluntary and the program is strictly confidential. In advising you of this counseling service, I am not inferring that you have a problem; the availability of this program is routinely communicated to employees in situations like the one you presently face. However, if you believe these services would be appropriate for your situation or would like more information, you may call them at (888) 635-3202 or www.espyr.com with the password: (b) (6). More information can also be found at <http://intranet.epa.gov/ohr/benefits/eap/index.htm>.

Should you have any questions regarding this memorandum, please contact me.